

Today, I would like to join the Armenian-American community in remembering the horrors of the Armenian Genocide. We all would profit by reflecting on the strength of the Armenian people to persevere through this awful period in history.

But today is not only a day to mourn those lost in this genocide but also a day to celebrate the resilience of the people of Armenia as they build a new democracy. Finally freed from communist imperialism, Armenia has quickly become one of the most democratic of the former Soviet Republics and has made great strides to adopt a market economy. I am gratified at the many cultural exchanges taking place between our two nations.

As chairman of the Immigration Subcommittee I also am gratified at all the wonderful examples of success through hard work that have been provided by Armenian immigrants. Such stories make the argument for a kind and open policy toward refugees, victims of latter-day massacres, much stronger.

I salute all Armenians today, I salute their predecessors who suffered so grievously, and I salute their struggle to let the truth be known.

Mrs. FEINSTEIN. Mr. President, yesterday, April 24, marked the 85th anniversary of the beginning of the Armenian genocide. I rise today to acknowledge and commemorate this terrible crime and to help ensure that it will never be forgotten.

On April 24, 1915, the Ottoman Empire launched a brutal and unconscionable policy of mass murder. Over an eight year period, 1.5 million Armenians were killed, and another 500,000 were driven from their homes, their property and land confiscated.

As Americans, we are blessed with freedom and security, but that blessing brings with it an important responsibility. We must never allow oppression and persecution to pass without condemnation. By commemorating the Armenian genocide, we renew our commitment always to fight for human dignity and freedom, and we send out a message that the world can never allow genocide to be perpetrated again.

Even as we remember the tragedy and honor the dead, we also honor the living. Out of the ashes of their history Armenians all across the world have clung to their identity and have prospered in new communities. My State of California is fortunate to be home to a community of Armenian-Americans a half a million strong. They are a strong and vibrant community whose members participate in every aspect of civic life, and California is richer for their presence.

Let us never forget the victims of the Armenian genocide; let their deaths not be in vain. We must remember their tragedy to ensure that such crimes can never be repeated. And as we remember Armenia's dark past, we can take some consolation in the knowledge that its future is bright with possibility.

Mr. LEVIN. Mr. President, I rise today to commemorate the 85th Anniversary of the Armenian Genocide. Each year we need to remember and honor the victims, and pay respect to the survivors we are blessed to have with us today.

During the 8-year period from 1915 to 1923, approximately 1.5 million Armenians were killed and hundreds of thousands were driven from their homes. April 24, 1915 serves as a marking point for the government-orchestrated carnage that took place under the Turkish Ottoman Empire. On this date, over 5,000 Armenians were systematically hunted down and killed in Constantinople. This number includes some 600 Armenian political and intellectual leaders who were taken to the interior of Turkey and systematically murdered.

A Polish law professor named Raphael Lemkin was the first to call the atrocities committed upon the Armenian people during period of 1915 to 1923 the "Armenian Genocide." Lemkin is also credited with coining the word "genocide" and making genocide a crime under international law. In 1939, Professor Lemkin escaped Poland during the Nazi invasion. Lemkin would ultimately lose 49 members of his family during the Holocaust. Until his death in 1959, Lemkin worked for the adoption of the U.N. Convention on the Prevention and Punishment of the crime of Genocide, which was ratified by the United States in 1988. Through this individual, these dark periods of Jewish and Armenian history have been joined in the important cause of remembrance.

Each year we vow that the incalculable horrors suffered by the Armenian people will not be in vain. That is surely the highest tribute we can pay to the Armenian victims and a way in which the horror and brutality of their deaths can be given redeeming meaning. I ask my colleagues to join me in remembering the Armenian Genocide.

#### FAIR PAY FOR LOW INCOME WORKERS

Mr. KENNEDY. Mr. President, as we continue to wage our ongoing battle in Congress for a fair increase in the minimum wage for millions of workers across America, it is important to understand that low-income workers in all parts of the country are doing all they can themselves to obtain fair increases in pay from their employers.

One of the most important examples in recent weeks has been the strike by janitors in Los Angeles, who were seeking a long overdue reasonable increase in wages during this time of remarkable prosperity for most Americans.

At the beginning of last week, an excellent column by respected journalist David S. Broder appeared in The Washington Post and many other newspapers across the country, calling national attention to the strike, and emphasizing the issues of fundamental

fairness at the heart of this dispute. Mr. Broder noted recent reports of the lavish salary and bonus packages totaling millions or even tens of millions of dollars a year available to the top executives of major firms across the country, and he compared these extraordinary benefits with the low salaries of the janitors in this dispute, whose lives "are lived on the ragged edge of poverty."

I had the opportunity to meet with many of the striking workers and their union leaders on a visit to Los Angeles during the recess, and to express my support for them in their battle and to commend them for their courage.

Fortunately, a tentative agreement on the issues in the strike was reached over the weekend, and a settlement granting a significant pay increase and other benefits was overwhelmingly approved by a vote of the workers yesterday. The President of the local union called the agreement "the beginning of a new era for organized labor."

Justice for these janitors means progress toward justice for all working men and women across America. Their cause was just, and because of timely and important articles like David Broder's, more and more people across America are becoming aware of these fundamental issues and their extraordinary importance for our society.

I commend Mr. Broder for his eloquent analysis and insight, and I ask unanimous consent that his column in The Washington Post on April 16, entitled "Of Janitors and Billionaires," be printed in the RECORD.

There being no objection, the column was ordered to be printed in the RECORD, as follows:

[From the Washington Post, April 16, 2000]

OF JANITORS AND BILLIONAIRES

(By David S. Broder)

LOS ANGELES—The janitors on strike at the office buildings near the downtown hotel where I stayed for a couple days last week were the most polite picketers I have ever seen. The largely Latino groups of men and women standing on the plaza from which several of the city's highest office towers rise greeted visitors with elaborate courtesy and seemed genuinely grateful when anyone accepted one of their handouts explaining why they had stopped using their brushes and brooms.

It was about money, they said, about struggling to support their families and themselves at a pay scale ranging from \$7 to \$8 an hour—about \$300 a week before taxes.

The Service Employees International Union, representing about 8,500 janitors, called the strike to back up its demand for raises of \$1 an hour each year for the next three years. If granted, that would allow members of these overnight crews to make the magnificent sum of about \$21,000 a year in 2003.

The janitorial service companies that have contracts with these towering buildings, filled with banks, law firms and corporate offices, were counter-offering raises of about one-third that size, also spread over three years.

This is part of the overlooked reality of this era of record prosperity—a story that receives far less attention in the press and on television than the gyrations of the

Nasdaq. Understandably so, for the Nasdaq determines the value of the stock options held by the high-tech millionaires who are the "masters of the universe" in the new economy, the stars whose spectacular success draws envious glances from those Americans who cannot imagine enjoying such riches, unless they hit the lottery or have a spectacular run of luck on one of the TV game shows.

As Shawn Hubler, a Los Angeles Times columnist, noted last week, "the janitors' strike . . . has brought to the surface something deeply resonant about the lives, now, of all 1.3 million of the region's working poor." Hubler described how the janitors arrive to begin their tedious, wearying chores just after most of the tenants have left the building, and how she watched one late-working executive push open the door to a freshly cleaned bathroom, with nary a nod of acknowledgment to the woman janitor who had her equipment cart just a few feet away. "There is a dimension now," Hubler wrote, "in which whole human beings can be rendered invisible, just erased."

Ralph Ellison described the phenomenon as experienced by black folks in his novel of the last generation, "Invisible Man." But we imagine we have become more sensitive, more aware in our time. Not so. There are millions of people whose work makes our life easier, from busboys in the restaurants we patronize to orderlies in the hospitals we visit, but whose own lives are lived on the ragged edge of poverty. Most of us never exchange a sentence with these workers.

Meanwhile, the rich get steadily richer. The wall Street Journal, not exactly a radical publication, printed its annual survey of executive pay on April 6. Reporter Joann S. Lublin cited a study of 350 major firms, conducted by William M. Mercer Inc., a New York compensation consulting firm. It found that the median salary and bonus package for the top executives of those firms in 1999 was \$1,688,088. That's about \$120,000 higher than it was in 1998 and just about what 80 of the striking janitors combined would make three years from now—if they got what they are asking. But it's only one-hundredth as much as the \$170 million in salary, bonuses and stock options the highest-paid executive in the survey, L. Dennis Kozlowski of Tyco International, made in 1999.

How do you justify those extremes? the Journal quotes Jeffrey D. Christian, head of a Cleveland executive recruiting firm, as explaining that the business heads he meets "all want the same opportunity for extreme wealth creation and legacy creation as their dot-com counter-parts. It's billionaire envy."

Another article in the special section—and remember this is the Wall Street Journal, not Mother Jones—reported about the increasing use of bonus guarantees to recruit or retain executives. One boss named Thomas Evans "will collect as much as \$10 million if his vested stock options would yield a profit of less than that by August 2002," the Journal said. And then there are the sweetheart deals, in which outside directors on a firm's compensation committee grant lavish salary increases or stock options to the CEO, who in turn arranges lucrative consulting contracts for those same directors.

It's doubtful many of the striking janitors have read the Journal's special section. If they did, they wouldn't be quite so polite.

#### NATIONAL READING PANEL

Mr. COCHRAN. Mr. President, on April 13, 2000, the Senate Appropriations Subcommittee on Labor, Health and Human Services and Education received the report of the National Read-

ing Panel. The subcommittee also heard testimony from Dr. Duane Alexander, Director of the National Institute of Child Health and Human Development; Dr. Kent McGuire, Assistant Secretary of Education, Office of Educational Research and Improvement; and Dr. Donald N. Langenberg, Chairman of the National Reading Panel and Chancellor of the University System of Maryland.

The National Reading Panel was created as a result of legislation I introduced in 1997, titled the "Successful Reading Research and Instruction Act." Subsequently, the report accompanying the Fiscal Year 1998 Labor, Health and Human Services, Education and Related Agencies Appropriations Act called on the National Institute of Child Health and Human Development and the Department of Education to form a panel to evaluate existing research on the teaching of reading to children, identify proven methodologies, and suggest ways for dissemination of this information to teachers, parents, universities and others.

I was convinced at the time that there was an absence of consensus on a national strategy for teaching children to read. Meanwhile, we had statistics which showed that 40 to 60 percent of elementary students were not reading proficiently and there seemed to be no plan to help remedy the situation.

The Health Research Extension Act of 1985 had mandated research on why children have difficulties learning to read. The National Institute of Child Health and Human Development had conducted this research and in 1997, they had some answers. However, Congress hadn't asked for the results and the information was literally trapped in the academic and research world.

Since 1997, we've made some progress. Today more people know that reading research exists, but very few of us are able to decipher what it means, or how to translate it into meaningful practice.

Mr. President, what most parents want to know is simple, "How can I make sure my child will learn to read?" Until now, the response to that question was often vague, and the so-called "expert" or "research based" methods were conflicting. Consequently, there is a great deal of confusion among parents, teachers and school administrators about improving reading skills of children. Meanwhile, the Federal government has spent nearly \$100 million on programs which one researcher described as, "at best, it shouldn't hurt."

The National Reading Panel identified over 100,000 studies on a variety of topics related to reading instruction. It held regional hearings to receive testimony from teachers, parents, students, university faculty, educational policy experts and scientists who represented the population that would ultimately be the users of its findings. The panel used the information from these hearings and their preliminary research to

identify five topics for intensive study: alphabetics; fluency; comprehension; teacher education and reading instruction; and computer technology and reading instruction.

The panel then narrowed its review to materials which met a defined set of rigorous research methodological standards. It is the development of these standards which the panel describes as "what may be its most important action." By finding successful techniques that meet the same kind of scientific review that are used to test medical treatments, the panel presents its recommendations with a confidence that has never before been applied to the teaching of reading.

One of the National Reading Panel's objectives was to ensure that good research results were readily available. On April 13, the report was sent to every Senator and Member of Congress. Within the next few weeks, the report and supporting documentation will be delivered to state education officials, colleges and universities, and public libraries. A long-term strategic plan that will address wider dissemination and classroom implementation will be ready by next fall. It is my hope that the report of the National Reading Panel will guide us in making informed decisions on reading issues.

I commend the efforts of the National Reading Panel and I hope educators will implement their recommendations and use the new teaching methods and programs outlined in the report.

#### ROLE OF INTERNATIONAL ATOMIC ENERGY AGENCY IN COUNTERING PROLIFERATION OF NUCLEAR WEAPONS

Mr. AKAKA. Mr. President, this week the sixth Nonproliferation Treaty Review Conference opened in New York.

At the last conference five years ago countries agreed to extend indefinitely the treaty. I recently introduced, along with Senators BAUCUS, KERRY, ROTH, BINGAMAN, KERREY, KOHL, and SCHUMER, Senate Concurrent Resolution 107, expressing support for another successful review conference. A similar bipartisan resolution will be introduced in the House. I hope my colleagues on the Foreign Relations Committee will consider this resolution as quickly as possible.

Some delegates to the conference have suggested that the United States is not as strongly committed as it once was to arms control, citing as examples the Senate failure to ratify the Comprehensive Test Ban Treaty (CTBT) and Administration negotiations with the Russians to modify the Anti-Ballistic Missile Treaty. I wish, as do many of my distinguished colleagues, that the CTBT had been ratified. I hope that it will be. Nevertheless, I believe all my colleagues, regardless of their position on this issue, share a strong and abiding interest in pursuing arms control agreements and making the